Please stand by for realtime captions. >>

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Good afternoon or good morning and welcome to the webinar. Are a 101 introduction to Registered Apprenticeship for VR professionals. My name is Katie Allen . Before we began today's webinar I will mention a few logistical points.

Please mute your phone if you are calling to today's webinar. This is to avoid broadcasting or recording any background noise from your environment through the webinar. If you cannot find your phone button press start pound and it will mute most phones. We encourage you to listen to today's presentation through computer speakers or headphones. If you experience any connection issue during this webinar try closing all Internet applications and log out and log back in to the webinar. If you continue to experience technical difficulties please mail me at no transition at UMB at no transition@UMB.edu and my email is on the screen in the webinar information box.

We have reserved time at the end of today's presentation to answer and address any of your questions and comments. At the end of the presentation a question and comment box will appear in the upper corner of your screen. We encourage you to type your questions and comments in this box once it appears. If you would like a copy of the PowerPoint presentation you can download it now from the file box in the lower right corner of your screen. You can also find the slots on explore the art.org. There will be in a link for evaluation that will appear at the end of the end of the question and answer session. Please follow this link to complete the webinar evaluation. If you are a certified rehabilitation for or requesting credits for this program you must complete the evaluation in order to receive court -- credits. This webinar is being recorded and will be archived on [ Indiscernible ] after the webcast. When you visit explore the art you can find information about archived webinars. Marion from the Institute and Tom Hooper from Jobs for the Future will be your host for today's webinar. Marianne and Tom will introduce presenters in the objectives for the webinar today. Marianne?

Thank you, Katie. Again I want to welcome everyone to this webinar and I would like to tell you a little about the project and the job driven vocational rehabilitation technical assistance Center which is a long acronym and we go by job driven or JD center. Articles on to improve the skills of agency staff and their partners and we are looking at for particular topic areas and they are business engagement, employer supports, Aber market information and customized training providers. We are developing resources and providing TA around the four topics in order to assist the agencies across the country. I would like to tell you next about some of our partners are in this project and we have a great compadre of partners and we are located at the Institute for Community Inclusion at the University of Massachusetts and Boston and we work also with Jobs for the Future, University of Arkansas, University of Washington, the Council estate administrators of vocational rehabilitation or CSAVR. The United States business and leadership network and the association of university centers on disabilities in collaboration with the national Council of State agencies for the blind , NCSAB, and the Technical Assistance Center Collaborative.

We are thrilled you could be with us today and I am going to turn the presentation over to Tom Hooper of Jobs for the Future.

Tom?

Thank you very much Marianne and that afternoon or good morning everyone. This is Tom Hooper and I am a senior director of regional strategies with Jobs for the Future and it is a not profit based in Boston and Q4 droning yesterday. We are excited about today's webinar. It focuses on Registered Apprenticeship Program an excellent and well tested model that provides both training and employment for workers. We have three primary objectives for today's webinar. We will provide an overview of Registered Apprenticeship to State VR agencies. We will identify benefits of Registered Apprenticeship for persons with disabilities as well as employers. We will identify opportunities for State VR agencies to collaborate with Registered Apprenticeship Programs. We have a host of great speakers on today's session. You will hear from Zach Boren and Felecia Hart with the US Department of Labor employment and training administration Office of Apprenticeship. You will also hear from Rhonda Basha and Nathan Cunningham from US Department of Labor Office of Disability Employment Policy and you'll also hear from Edison Freire from the urban technology project and director of running a redshirted ship program focused on information technology. Five really talented presenters who will talk about Registered Apprenticeship and opportunities to collaborate with state the are agencies.

Our agenda is very straightforward. You are going to hear to very rich presentations on Registered Apprenticeship. The first is from the US Department of Labor Office of Apprenticeship and the second from the US Department of Labor ODEP and we have structured the session today to allow plenty of time for questions and answers from the audience. With that, we definitely encourage all of you to ask questions I would get closer toward the end of the session so definitely feel free to post questions as we get towards the end of the session. Without any further ado I will hand the microphone over to Zach Boren US DOL.

Thank you, Tom. Thank you to Jobs for the Future and everyone who made the webinar possible. We are thankful to be a part of it today . Our office fits within the Office of Apprenticeship underneath the employment and training administration so we are an agency in the Department of Labor and our program in particular, we approved apprenticeship programs and we registered those programs and apprentices and we ensure the welfare of the apprentice during their apprenticeship and we also issue apprenticeship credentials and signed by the Secretary. of labor or the state apprentice and we consider the programs are for high-quality training and produce skilled workers. >> We have started out with a good news and bad news story. Why folks are interested in Registered Apprenticeship and it comes down to the skills gap we see across the country and we meet with a lot of business leaders both large and small businesses and they tell us the same pain, we hear from Ford in Detroit and we hear from Zrich insurance and Illinois and we hear from a small energy trader in Texas. At this like Groundhog Day all over because we had the same conversation over and over. They say, Zach, I want to grow my business but what I need is a pipeline of skilled workers. A pipeline of skilled workers is exactly what is at the top of our agenda. More than ever what we are doing is in collaboration with employers. It stands to reason if you want to help people move into good jobs it is a good idea to talk to the job creators. You can see where our labor market is today and we have 5 1/2 million job openings and a lot of those job openings are an IT where folks are not yet equipped to take the jobs because they do not have the technical competencies and that is what we hear from business owners across the country. We did look at what the business Roundtable said and they found 61% of employers had a hard time finding skilled workers to fill vacancies. I think the good news is, what Georgetown tells us and Georgetown tells us by 2020, 65% of all jobs will require some sort of post secondary education and 30% of those jobs could be filled by apprenticeships and I think that has been really critical. We are at a really low points of unemployment and the labor polls are shrinking and folks are looking for new and businesses are looking for new ways to tap into new labor polls and we think people with disabilities will be a great labor polls for [ Indiscernible ].

We talked about how employers are optimistic across the country and we have had 80 straightman of private sector growth and the longest rate on record and over 14 million jobs have been created. We are really in a fundamental shift in the way we prepare folks for jobs and careers for the 21st century.The Secretary. of labor calls this an Eisenhower moment and as he upgraded our infrastructure by building the interstate highway system, to date we are creating a motorized super skill I wait with on-ramp and offramp where workers can pick up stackable and portable credential's. Really the destination is the same for everyone. It is getting to the middle class and above job. There are different routes to get there and college is one that we are familiar with that we think apprenticeship is the premier earn and learn strategy. We have had the president out and in the last state of the union talking about the value of apprenticeship and he challenged us and he gave us a big challenge and the Obama administration likes to have big goals and see if we can hit them. He said we will doubled them and over a five-year period and he also called on businesses and he called out to businesses, [ Indiscernible ] and UPS and they are some of our top apprenticeship sponsors in the country and UPS provides training more truckers with plans to grow and CVS does the same for pharmacy techs. He talked about the business leaders and what we are called apprenticeship to build a campaign to get more leaders on board. To offer more apprenticeships. The president then [ Indiscernible ] to the apprenticeship program and he also put many behind it. We are excited last year we announced hundred $75 million and apprenticeship grants and there were 46 winners throughout the country and we anticipate that investment will give us about 34,000 new apprenticeships. I think another great thing happened at the same time. After we made the big investment, Congress did something. They invested another $90 million in apprenticeships and this historic investment and when I started out in the Office of Apprenticeship we were a $27 million program and to date we have assets over a quarter of $1 billion. We really have moved the needle and we are looking to make a lot of investments including and this go around doubling but also we have that goes around what we call double and diversify and ensure we diversify the folks that are able to get into our associates. Spots --

Getting to the point of why apprenticeship and why are folks in this administration interested in this. I think it comes down to the return on investment and the fact they will earn while you learn model works. It works for companies and what we see in our international studies is about every dollar and employer invests they say a dollar 47 in return. Huge ROI for completers and apprenticeship completers earn about $60,000 on average and over the lifetime will earn over $300,000 more than their peers comparable peers, from our study we did back in 2012. I think more over there is a chance for folks to get into an apprenticeship and move on to higher education as well. The apprenticeship as not your stopping point, it is your leaping point to higher education and I think that is why folks are so interested in this.

Still, we see this challenge and our system to get parents and educators involved because often, maybe someone has heard of apprenticeship and they think that is for the other kids. They will say something like our kids will go to college and what we want to tell folks is apprenticeships is the other college. Just without the college and debt years to pay it out. Our apprentices are quite frankly doing better than many of our college graduate counterparts. When I was visiting a really neat program called Ameritech [ Indiscernible ] they happen apprenticeship program in North Carolina and we met the young guy named Shane Harman and he finished his apprenticeship at the age of 23. He started in high school and by the time he is 23 he was buying his second home and had no student that and had his first kid and pinching his ticket to the middle class. We have 500,000 other apprentices all across the country participating in this program and pinching their ticket to the middle class and it is exciting.

Let me flip it over to Felicia to talk about the core components of Registered Apprenticeship.

Hello I am Felecia Hart and I am with the precipitate a partner best Department of Labor. What I would like to discuss are the five components of Registered Apprenticeship. First we have apprenticeship is an player involved and employers play eight good role in the Registered Apprenticeship because we that's without the employers there would no be friendship because we need them to employ the apprentices and pay their wages and also offer the measurements traction which is on number two. The Registered Apprenticeship a structured on the job learning as well as classroom instruction which is instruction which is a part of Registered Apprenticeship. The occupation has to be a minimum of 2000 hour which is a time-based program and then you have a recommended hundred 44 hours of related instruction which is your classroom instruction. There is also the rewards for skill gains because once the employer has trained the apprentice, pay wages , it increases skills and earnings because the apprenticeship as they go along with the the progressive wage schedule. Was a complete the program they will have a nationally recognized credential showing the proficiency in the job they have learned and they can take that with them wherever they go because it is transferable to another employer. >> Registered Apprenticeship is as simple as 54321. The five core components are employers, OJL, related instruction and skills the apprentice receives once they go through the program and the national credentials they will get afterwards.

The four key roles of the employers, sponsors, educators and providers and support services because they may need supportive services and they will have some employers offer supportive services as well as

some employers offer college credit and the like when the apprentice goes through a program. There are three ways to complete the project program and one is time-based which is straight hours and you have your hybrid which is a mix of performance and time and you have what we call competency-based approach. Those are the three approaches to completing an apprenticeship. Then, there are two ways you can get an apprenticeship program. We have State Apprenticeship Agencies who is section by the US Department of Labor and we have the federal trial for where we ran the program. The system is unique because like I said you will end up with a natural -- national credential they can take wherever they go.

Once the apprentice graduates, they receive a certificate of completion of apprenticeship from the employer which is signed by the DOL Secretary. as well as the OA administrator and the program sponsor of that apprentice prayer they will be able to take that credential anywhere they choose to go that one thing about apprenticeship it is a job they want. The goal is for the apprentice to stay with that employer throughout the duration of their apprenticeship program. >> I will now turn it back over to set. But thank you. I think a lot of folks are really familiar with apprenticeships as a way to really learn a skilled trade. Often, folks will think of electrician or plumber but we really believe the apprenticeship model can work in a variety of different sectors and we have been focused on these sectors as you can see on energy, healthcare, transportation, IT and manufacturing. The question is, if you're plumber or you are electrician or contractor could apprentice, why not your pharmacy tech? Why not your truck driver that delivers packages? Why not IT network manager at your office? Why not code writers or lab assistants? That has been really our goal to diversify the number of occupations where young people can get into an apprenticeship and succeed in the career. We have apprenticeship programs and just about every industry you look at an energy for example we have apprenticeships at Exxon to work on advanced drilling in Texas to pharmacy techs at CBS and Detroit and UPS truck drivers and transportation all across the country and coders for the IT industry with Blue Cross Blue Shield and even in manufacturing. We have techs who work with [ Indiscernible ] and test -- Tesla motors.

The other big map is apprenticeship is only for union-based organization. That is absolutely false. It is about half and half of our sponsors are union-based and some are independently operated. You can see some of the big companies and they are both big and small and we have companies as big as Mercedes and Harley and companies as small as a single barbershop that are using apprentice models to create the skill workers of tomorrow. What you will not notice on here is there is often a lot of partners that go in to develop these apprenticeships. For example, Ford or GM, they are working with United autoworkers and collaboration to really create the skilled environment and provide the related instruction to those apprentices to reach their career goals and there are a lot of different models that go into apprenticeship. There are a lot of different ways to get there. When we think about apprenticeships, what we are thinking about is a company or employer having a customized apprenticeship program and states or a variety of different occupations working without a union like and flexibility is defining characteristic of Registered Apprenticeship.

Let me turn it back to Felicia to talk about our state programs.

Hello again. We have, as you will see on this slide we have operated states that ran apprenticeship programs that run our region which is our region and field staff and they operate in 25 of the states and we have what we call State Apprenticeship Agencies and they have 29 and we have 25 states across the four territories that are ran by FAA. They follow the same rules and regulations that DOL wallows and they may have some differences but they are governed by the same regulations that are governed by the Office of Apprenticeship. >>

You will see, we have a lot of apprenticeship USA resources. One of the things we get asked most as well, I am an employer and I am ready to start a program that the first question is what is an apprenticeship program and the second one is how do I start one? What we did is put together a quick start will get on five easy steps on how to get started starting with talking to the Department of Labor or the apprenticeship representative in the area. The second one you will find on the website which is DOL.gov is the third question and it is, what funding is therefore my program and we made a pretty simple [ Indiscernible ] and we put together a federal resource playbook that describes workforce dollars and dollars from the Department of Education and G.I. bill funding from Department of veterans affair and funding from Department of transportation and others that can help offset the cost of an employer and also help with the persistence of the apprentice through their apprenticeship to ensure they have financial resources.

Here are a few more places where you can go find more information about our program.

Let me turn it over to Edison, he is one of our printer ship sponsors and one of our apprenticeship USA leaders and we are happy to have his partnership but he is at the urban technology project and in Philadelphia Pennsylvania. Let me turn it over to Edison.

Good afternoon everyone and thank you, Zach. I am based in Philadelphia and the urban technology project is a school District of Philadelphia sponsored public private partnership and that supports information technology career and a pipeline for urban youth. Urban tech aims to link youth leadership and Workforce Development and expanding educational opportunities to alternative credentialing and most importantly building our community and making them healthier. Are participants every year, between 20 and 25 apprenticeship were under representative and apprenticeships and concluding in adults and people of color and people with disabilities, women and immigrants and what we do? We prepare young people to enter into entry-level jobs in information technology and we offer a holistic pipeline of experiences that include pre-apprenticeship program and certified Registered Apprenticeship and we carefully structure connections to post apprenticeship employment through partnerships with over 20 regional employees. These include the drive on local tech business community. Are graduates for the last five years have movie on the entry-level support positions they prepared during apprenticeships and many hold higher IT positions. Apprenticeships, think of it as sort of the entry point for a myriad of possibilities. Five or 10 years after complaining apprenticeships we have graduates of the program who are network administrators or cyber security specialist and we have a vice president of an IT solution firm and we have a director of a web development company and so forth. How did we get here? Added to what Zach and Felicia are saying is apprenticeships is , if you will, a road less traveled that perhaps allows us to tap into a larger potential of the American workforce. We got here through the commitment the district made to growing our own staff as well as to the commitment we have to increase the diversity of workforce. We believe the strength of our workforce is our diversity. That keeps Philadelphia and hopefully if we expand the United States keeps us competitive and allows us to innovate and hopefully the slides are moving along but in order to continue to reach our potential, to in terms of diversity in the workforce and remain competitiveness, we have to ensure every member of society has equal access to this new economy. We made a commitment to the apprenticeship model as the vehicle to tap into the underrepresented polls of opportunities. What is it about the apprenticeship as an employer and as an apprentice? When I talked to other employees and as they apprenticeship is a win win for the employee sponsor as well as the mentor because one of the big pieces about the apprenticeship model is there has to be a mentor or supervisor that supports the apprentice both their professional and personal growth and it is a win win for the apprentice because they will receive on the job training and a wage and a industry certification or college degree for the mentor and the fact they get they caring mentor who will foster their professional and personal growth. For the mentors besides the additional support often the opportunity for the value of developing their own sense

of giving back to the community as well as opportunities to improve their coaching and leadership skills. For the employer sponsor, it is not only getting productive employees at the start of their career but also the huge opportunity to identify and develop and retain for their organization. It is an easy sell and I would say to the agencies to say the up and ship model is a great opportunity to show employers the value of partnering with the agencies to meet business needs and to meet the needs of ensuring every American has the access to a meaningful and productive career. In terms of what the other agencies in the apprenticeship model overlap is, I see the opportunities they can do for employers which is ensure there is access to a new talent pool of candidates that will have a process to be successful in the drop and that is where the apprenticeship model comes in. I mentioned one of the holistic approaches is to support services that can dovetail into this and the team of specialist and counselors in the agencies for knowledgeable and experts in regarding to the employment needs of people with disabilities, that is important. The guidance they can provide to the accommodations and so forth. In addition to that, sort of the section 50 [ Indiscernible ] compliance they can tap into to support apprenticeship, I am speaking from experience because I tap into all of these things to ensure the apprentice that participate in our program are very inclusive. We have had apprentice it -- apprentices who use wheelchairs for mobility and we have apprentices who have hearing loss but is functioning successfully and about to complete his apprenticeship in six months and we just recruited a pre-apprentice who uses a wheelchair to began his career in the IT sector. As an employer, I encourage participants in the session who are tied to the VR agencies to look at the work you do and overlap the apprenticeship model which offers us as a way to engage with employers and ensure all Americans are given the opportunity for a meaningful employment. Thank you.

Great. Thank you so much, Edison. Second Felicia at those are great presentations. We will now turn to the next portion of our agenda and hear from Rhonda Basha and Nathan Cunningham with US Department of Labor Office of Disability Employment Policy. Rhonda, take it away.

Nathan has the first [ Indiscernible ] perks like this as they think Cunningham -- Nathan Cunningham and I am joined by Rhonda and I would like to think the Office of Apprenticeship and Edison for their presentation. You have hurt a little about what registered apprenticeship is and have heard about while we are excited about Registered Apprenticeship and it is especially great to hear Edison's message as an employer and you in VR as you are taking partnerships and connections with employers and with apprenticeship programs it is good to be aware of the message per today, Rhonda and I will talk a little about some of the background on what we know about people with disabilities and being included in to ship programs. Also what your role as professionals can be. First of all in the Office of Disability Employment Policy we have a mission to increase employment opportunities for people with disabilities and given all the emphasis around Registered Apprenticeship we have jumped on that bandwagon and have conducted research in 2008 and 2013 and you can see full reports of our research on our website and there will be links later on but it details what we know about people with disabilities and apprenticeship and some of it is anecdotal because there has not been data collected on this at the moment so we know participation so far has been somewhat low beyond the anecdotal stories we hear.

A lot of this has to do with challenges associated with people with disabilities but is spreading in apprenticeship and some are general with employment in some unique but there is the general challenge of self-disclosure or people with disabilities are afraid to disclose you to stigma or fear and they don't receive the accommodations they need in the work setting to do the job. It could affect their performance. Employees also don't realize they are already employing people with disabilities especially people with invisible disabilities. Apprenticeship programs might also have restrictive standards and some require has got diploma or High School Equivalency. In those cases it could be a barrier with disabilities who are likely to drop out of high school in the first place. Transportation is a common barrier we see across the board and a unique one for apprenticeship as lack of pay during training and in some cases with some apprenticeship programs there will not be paid until there is a completion of technical training component or a lot of apprenticeship programs are connected with community colleges or post secondary institution and in those cases the expense of attending the training might be prohibitive. >> We have also seen lack of awareness amongst Community Based Organizations about what apprenticeship is and that is a big emphasis or a reason why we want to do this presentation today and a community-based organization may not feel like they can host a friendship theirselves even though they could but they could serve as a great connector to businesses and informing partnerships. We all have also seen a lack of accessibility and career readiness assessments and other standardized tests and if those are inaccessible basement may be difficult for some candidates with disabilities who are interested and apprenticeship. It may not come up as an option. Finally I've talked about employer attitudes toward some extent but if there are cases where there is an issue with employing people with disabilities, and apprenticeship does happen, but we again have resources we will talk about and there is also job accommodation network which is really popular among giving information about accommodation for employers.

We do have a couple of examples I will run through and in one example we have seen that is inclusive is Wisconsin Youth Apprenticeship Program that started in 1992. It has been for Junior and seniors in high school and it has had healthcare and IT apprentice ship programs with high-growth industries are reflected in the program and once we are seeing more and more of an of the students with disabilities who have participated in the program at the time of the evaluation 84% had learning disabilities and that is a high number of students with learning disabilities and this program and we see a lot of success for students with learning disabilities and apprentice ship due to hands-on nature. We have also come across Home Builders Institute Project Hope based in DC which has helped 600 workers with disabilities and construction trades for training and job placement mentoring and curriculum development and pre-apprenticeship and ODEP in Office of Apprenticeship had grants from 2009 through 2011 and one was in Virginia and one in Connecticut. These again or two years and focused on partnerships with workforce to create a pipeline of people with disabilities and also try to create new apprentice ship programs and found the individualized career planning and so skill development we see in a lot of areas of greater development makes a big difference and you and VR are aware of that.

The one we did want to focus on more is one that was actually a grant the rehabilitation services administration gave to New Mexico VR and this is the transition into registered a British occurs in employment or TRACE. It ran from 2000 through 2006 and the careers they used included certified nursing assistants and construction trades and job coaches and disability adjudicators under the Medicaid buy-in program and they also went through VR staff in developing new apprenticeships in social service occupations. Again we have the point I was talking about that demonstrated from this program that people with learning disabilities were successful in a producer programs because the teaching approach was one-on-one and included hands-on application of what they were learning in the classroom instruction.

We have a couple of different pieces we learned from TRACE. The average cost for placement to be aware of was $376 and the average age for participation was 30.6 Berkeley out demographic characteristics and I will not run through individually but you can download the slide deck or look into our resources if you want to see those. Spots finally this is interesting. The average wage before TRACE for people who participated was $4.97 and the average starting wage apprenticeship was $9.54 an hour in the reason the first one is below is because some of the clients did not have work experience and apprenticeship was a great and rode into getting work experience in getting the salary started and the highest wage for the participated was $20 an hour and the lowest was $5.60. The average increase over pre-apprenticeship wages was 92.9% and that is a significant increase from apprenticeship. That is a little bit of information about what we know about people with disabilities and apprenticeships and I will hand is over to Rhonda to talk about the role of vocational rehabilitation.

Good afternoon everyone. Why should we have this conversation? You have heard a lot already about it is a proven model of being able to incorporate education and training at the same time being paid. It is also important to think about because now under the workforce innovation opportunity at, pre-apprenticeship and apprenticeships are viewed as a VR service and it is a service you can provide to your client . They may be helpful for clients who are visual [ Indiscernible ] learners and a lot of them have particular issues where that may be a model for them to learn. It is also important in that pre-apprenticeship is a way for people who want to get apprenticeship who may not have the skill set initially to be able to prepare for apprenticeship and apprenticeship is the job right away. It also has been mentioned previously I think I but back and Edison, it is a jumpstart to the middle class and a jump start to a career pathway. It provides portable credentials as a registered apprenticeship and it is something very useful and good for many reasons. It also talks about the fact that people with disabilities are an untapped labor pool and we hear employers that are interested in talking to untapped labor pools and several of the apprenticeship sponsors that were mentioned before, I bet some of you have worked with before. CBS and UPS have a long history of working with disability so I bet you have done work with them already and the other thing about apprenticeship that is interesting is it can be particularly interesting for placing people who have unique interest that may be challenging otherwise because apprenticeship of that we typically make of them as being larger they can actually be as small as one-on-one. My own son actually does have a disability was interested in music. We were able to set up and apprenticeship for him basically and sound engineering 101. It does have a lot of flexibility and offers [ Indiscernible ] per

In addition, DASH computer went down. In addition what it offers more broadly, the other thing it provides the service you can provide to employers as part of your business engagement strategy. It is part of what you do in terms of training and service for employees and it should be part of what you are doing when you reach out to them. It is something that you consider and as you are reaching out to employers to get them to provide work-based experience, pre-apprenticeship and not Registered Apprenticeship can constitute preemployment transition services that you are oh -- are already obligated to provide to those with disabilities per

Just like any other employer, you can provide information to educate employers that may have started tops with people of disability. That is generic to any or employer situation which can also insist employers to develop new apprenticeships that are accessible from the beginning. Or in helping to make apprenticeships is of all. This is likely to become more important in the very near future as the Department of Labor is a process of working on a regulation that is going to include people with disabilities under the equal employment opportunity obligation apprenticeship. Some of these employers may in fact be federal contractors or has similar obligations or some may just be interested in having acceptable workplace where they have diversity and you are doing a search for employees when you help them think what their needs look like. It can also work with employers to have, Daisy-based apprenticeships with multiple certifications. In 2008, Office of Apprenticeship had modified regulations at that point to competency-based apprenticeships. Theoretically, it has not happened yet but theoretically went we envisioned when we were working to develop the regulation is someone could work with apprenticeship sponsors to develop a competency-based apprenticeship with multiple certifications and that could then be used as a way to provide customer employment related services and outcomes. This is something that still fascinates me and it is something I hope will be a win-win for both you and the employer per

What are other examples of how you can connect in the context of apprenticeship? Once you have provided your services and you have a closure, you can partner with referrals to employment networks to provide additional services to your clients who have their exiting apprenticeship. You could also rather than start a new apprenticeship you could connect with the service providers that already exist within the one-stop centers and they AJCs as providers and refer your clients and have that be your service. You could also as mentioned before provide opportunities for work-based experience as the employment transition services and work towards the 15% requirement. >> If you look at this list, a lot of these were taken -- some of them were taken from a survey bet some came from the general to services that were provided from VR to the employee sponsors in TRACE. Some of them are in fact unique to apprenticeship and some are things you would probably provide if you are working with any particular employee break your ability to assist employees with accommodations or job coaching and conducting industry specific assessment, it is a win-win. Edison Aarti mentioned that. Particularly if there is federal contractors and of course you provide your clients like the ones that are there, providing job coaching, childcare chest rotation, notetaking, that sort of thing. It helps to increase persistence which is a win win for your client and the sponsor. There are lots of ways in which you can connect. And, how to do that, Nathan mentioned the Job Accommodation Network which is a -- has been around for 37 or so years. It has been sponsored by ODEP and we provide information to employers and you can find out or maybe you are experts in accommodation. We also have Apprenticeship Issue Paper which describes the research Nathan was talking about as well as trades program and other programs he mentioned. We have Apprenticeship Toolkit which is a how to and what you need to do and there is also Apprenticeship Training Modules available through the website which focus on something you can pick up yourself to learn or you can use it to facilitate training to a larger group and it contains material on what apprenticeship is working with employers and preparing young adults with disabilities as well as strategic planning exercise that helps create actual [ Indiscernible ] to start a connect to apprenticeship program. Those of you starting out what you do this may be a good starting place.

Finally, the Explore VR website which I think very an mentioned before contains a range of information to access research and decision making and late latest toolkits on job driven strategies. The workforce GPS comes out of the training administration which has a lot of information on lots of different things that are interested for those as it relates to employment and one of the things you may be interested in is the apprenticeship guide word you have an online toolkit for apprenticeship and that is on there. One other resource that is not there which I will make sure it gets sent out is my next move is a youth career exploration and disconnect with a list of apprenticeship opportunities that are available. It is important to remember a apprenticeship is not [ Indiscernible ] it is a whole different world and you could be added apprenticeship as a [ Indiscernible ] in things like music

and you can be in a high tech industry. It could be anything you want it to be. It is up to you what you decide and how you decide and the employer's responsiveness to your approach. I open it up to questions at this time period

Thank you so much, Rhonda and Nathan. There are two excellent presentations and we will now take questions from all of you. Folks have already started typing questions and the comment section and we encourage you to keep doing that. We will start taking questions. We have already received some questions and there are others on the difference between Registered Apprenticeship and other forms of apprenticeship and pre-apprenticeship. It would be great to hear from our speakers on that topic. I think that cancellation maybe starting with you to address that question on the difference between Registered Apprenticeship and other non-Registered Apprenticeship or pre-apprenticeship or can you start by speaking to that question?

Sure. Let me start out with pre-apprenticeship and I will try to waive a line on registered versus unregistered. Pre-apprenticeships, the Department of Labor a few years ago set out guidance for the workforce system and broader providers in a training and employment notice. It was from November 30 of 2012 and we defined what a quality pre-apprenticeship was. Ultimately, to boil it down into one sentence, it is really getting folks who are not ready for Registered Apprenticeship if they need additional credentials or if they need additional assistance to get their diploma or job readiness. And it includes a variety of different curricula to be ready for a Registered Apprenticeship. What we defined pre-apprenticeship as is a program

that helps young people by getting into a Registered Apprenticeship and ultimately into the family sustaining career that we talked about earlier. We have a number of examples of quality pre-apprenticeships in North America building trade union for example operate a program called access for all. It really gets young people and diverse sets of population ready for the apprenticeships they have all over the country for the construction industry. Additionally, youth build, we defined as a quality pre-apprenticeship as well as job corps. To the question on registered versus registered. Registered Apprenticeship is really about what employers decide to do when they are ready to communicate to their communities about the training they are providing and they meet a certain standard we have sent out that says this meets our quality standard for apprenticeship. There are a lot of unregistered apprenticeships and we had an academic [ Indiscernible ] who thought there were approximately double the number of unregistered apprenticeships in the country. However, we do not really have a sense of what all of those and Registered Apprenticeship look like. Some will be unpaid training and some may be internships or apprenticeships and it is hard to say Berkner has not been a study that is looked at closely to really provide the definition between registered and nonregistered.

That is great, exact. Thank you. On a similar note, Rhonda and Nathan, you mentioned something in examples as well but could we have examples of if you have specific examples of pre-apprenticeship program you could come to mind or a non-Registered Apprenticeship program that would come to mind you could offer to help make that or give folks a sense of what that looks like in the field. Does anything come to mind?

This is Rhonda. I cannot name a specific one other than the one my son was going to be in was not a Registered Apprenticeship but it was a special program where someone was interested and basically training someone up to the skills they wanted and it was a small business type thing so this was five person business and he did not go through the whole process to become a Registered Apprenticeship but a lot of the ones that are its goals are not always, let Edison, and he has a pre-apprenticeships program to but I think the real difference is a Registered Apprenticeship and a pre-apprenticeship that has to be defined under the Department of Labor under the current way we look at it , pre-apprenticeships has to be into a Registered Apprenticeship to be considered to be a really good apprenticeship program and while we have lots of them out there whack that said, the Department of Labor is you should go to the registered route however it your regulation do all of that in the context of preventing that's presenting services and in the context of pre-implement transition services you are actually not supposed to be using a registered experience because they are [ Indiscernible ]. That is great. Just to give an example of a pre-apprenticeship there is a nonprofit called Chicago women in trades and they are a nonprofit that prayer prayers women for occupations in the construction strayed and will provide everything from training to perforation or jobs as electrician or electricians -- insertable and it may not include informal training and that would be an example of a pre-apprenticeships program. We have time for one or two more questions. Spec Tom, another thought I had, the small grants we had word teeny grants that made best [ Indiscernible ] mentioned but they luncheon his pre-apprenticeship where they were basic skill development and someone had raised a question and the efficiencies in the scale and social skills and it address those things but the idea was for the next it to be apprenticeship period that is great. >> Two more questions. One is, this is a different question but important about accessing existing a producer programs and the question came in, how can I access a list of existing printer ship programs in my area? What is a good way for folks to learn about the apprenticeship program in their state or their region?

I will take that one time. I think there are a number of ways folks can find out about registered apprenticeship. Often it has been the case where you hear about apprenticeship and say my brother-in-law didn't apprenticeship and that is how I found my apprenticeship. The goal of the department is to make the process more transparent and to really provide more tools to find those apprenticeships that are available. We have a tool currently on our website@DLL.gov\apprenticeship that drills down to your local area and you can find that on our website. We partnered up with [ Indiscernible ] to find a variety of different apprenticeships and actually some of them include unregistered apprenticeships as well. The other place that folks might want to take a look is my next move. It showcases a lot of the apprenticeship sponsors and they are across the country. Maybe particularly when and where they are hiring but when and where they are hiring and we have a similar tool called the apprenticeship sponsor base and other resources for you. I would recommend it be on the lookout this year is where going to be rolling out more national tools and one of those trolls in the toolbox is going to be an apprenticeship binder that will work for you.

That is great. We are actually over and we have been over time and I will hand it back to Katie to wrap up but a big thank you to all of our speakers those that, Felicia, Rhonda, Nathan and Edison for a terrific

amount of rich and practical information. We did not get to all of the questions but we will prepare a written response to the questions that we could not get to and get that back out over the next few weeks. Again a big ink you to all of the presenters today for practical information. Katie, back to you.

Thank you, Tom. Thank you, Ron and best Rhonda and Edison, Marianne, is that, Felicia for your commentator Dave. The evaluation link is a pain on the screen for everyone if you would like to complete the evaluation you can receive credits that you can also at any other comment or questions you have about the presentation in the evaluation and I put the link in the chat box. If you have any questions that did not get answer to date you can email S and we will forward your question to the appropriate presenter. Inc. you for attending and have a great day period

-- Thank you for attending and have a great day period

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[ Event Concluded ]